

Industrial Relations and Labour Laws

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Preface

To the Sixth Revised Edition

We have great pleasure in presenting the book entitled “Industrial Relations & Labour Laws”. The book contains 8 chapters of Industrial Relations in Volume I and 15 chapters of Labour Laws in Volume II. The volume II is divided in to seven parts. The salient features of the present edition are as follows :

1. To improve the grasp and understanding of the subject matter, more questions like – 11 objective type ; 179 Test Question and 15 Practical Problems with Hints and Solutions have been updated.
2. Presentation of Examples (15), Cases (159) etc., have been highlighted in indention to make it more reader friendly.
3. New Typography of the book makes the book strain-free and reader friendly.

The book ideally serves the needs of all graduate and post-graduate students of B.Com., M.B.A., D.B.A, DPM., MBE and MSW classes of various Indian universities. The book can also be used by Personnel Managers and other executives who want to understand and more effectively manage their jobs.

We acknowledge with gratitude the help received from scholars, friends and well-wishers at the various stages of preparation of this Edition. Suggestions are invited to further improve the book. Kindly share your views at info @sultanchandandsons.com

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To the First Edition

We have one of the leading reservoirs of human talent and technology in the world. Unfortunately the rate of progress in our country has not been commensurate with our potential on account of lack of appropriate work culture. Employer and employed are still looked upon as adversaries rather than as partners in the joint endeavour. Frequent strikes, lockouts and other forms of industrial unrest are symptoms of the prevailing environment in industry.

In the present volume, an attempt has been made to study in brief the various aspects of industrial relations and labour legislation. The book is based on the author’s experience of teaching and research over the last two decades. The textual material is classroom tested. We have consulted the vast body of literature on the subject for preparing this volume. We are most grateful to the authors and publishers of the books and articles which are cited in the bibliography.

P.C. Tripathi
C.B. Gupta



Syllabus

B.Com. (Hons.): Semester – VI
Industrial Relation and Labour Laws

Unit I: Industrial Relation (IR) : Concept of Industrial Relation; Nature of Industrial Relations; Objectives of IR; Factors affecting IR in changing Environment, Evolution of IR in India; Role of State; Trade Union; Employers, Organisation; Human Resource Management and IR Role of ILO in Industrial Relations, International Dimension of IR. Concept of GIG Economy and ramifications for industrial relations.

Unit II: Trade Union : Trade Union: Origin and growth, unions after Independence, union in the era of liberalisation; Factors Affecting Growth of Trade Unions in India, Multiplicity & Recognition of Trade Unions Major Provisions of Trade Union Act 1926.

Unit III: Collective Bargaining and Workers' Participation in Management : Collective Bargaining: Meaning, Nature, Types, Process and Importance of Collective Bargaining, pre-requisites. issues involved; Status of Collective Bargaining in India, Function and role of Trade Union in collective bargaining.

Workers' Participation in Management: Concept, practices in India, Works Committees, Joint management councils; Participative Management and co-ownership; Productive Bargaining and Gain Sharing.

Unit IV: Employee Discipline and Grievance Redressal : Discipline: Causes of indiscipline, Maintenance of discipline. Misconduct; Highlights of domestic enquires; Principal of Natural Justice; Labour turnover; Absenteeism; Grievance: Meaning of Grievance, Grievance redressal machinery, Grievance handling procedure; salient features of Industrial Employment (Standing orders) Act 1946.

Unit V: Labour Laws: The Industrial Disputes Act, 1947: Definitions of Industry, workman, and Industrial Dispute; Authorities under the Act: Procedure, Powers and Duties of Authorities; Strikes and Lock outs: Lay-off and Retrenchment: Provisions relating to Lay-off, Retrenchment, and closure The Factories Act, 1948: Origin, Growth and Objectives, Provisions relating to Health, Safety, Welfare facilities, working hours, Employment of young persons, Annual Leave with wages.



Brief Contents

Volume I – Industrial Relations

1. Industrial Relations and Industrial Disputes in India	3
2. Trade Unions	55
3. Collective Bargaining	91
4. Discipline and Grievance Redressal	108
5. Employee Discipline	118
6. Employee Compensation	137
7. Labour Welfare and Social Security	180
8. Worker Participation in Management	214

Volume II – Labour Laws

Introduction	<i>iii-viii</i>
Part One – Working Conditions	
1. The Factories Act, 1948	1
Part Two – Social Security	
2. The Employees' Compensation Act, 1923	40
3. The Employees' State Insurance Act, 1948	69
4. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	112
5. The Payment of Gratuity Act, 1972 (as amended upto 29-3-2018)	140
6. The Maternity Benefit Act, 1961	155
7. The Payment of Wages Act, 1936	163
8. The Minimum Wages Act, 1948	178
Part Three – Disputes	
9. The Industrial Disputes Act, 1947	194
Part Four – Standing Order	
10. The Industrial Employment (Standing Orders) Act, 1946	246
Part Five – Workers' Organisations	
11. The Trade Unions Act, 1926	254
Part Six – Bonus	
12. The Payment of Bonus Act, 1965	266
Part Seven – Miscellaneous	
13. The Apprentices Act, 1961	287
14. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959	305
15. The Collection of Statistics Act, 2008	310
University Question Papers	321



Contents

Volume One – Industrial Relations

- | | |
|--|----------------|
| 1. Industrial Relations and Industrial Disputes in India | 3-54 |
| Industrial Relations Nature of Industrial Relations Objectives of Industrial Relations Factors Affecting Industrial Relations Role of State Human Resource Management & Industrial Relations Role of ILO in Industrial Relations International Dimensions of Industrial Relations Industrial Disputes in India Methods for the Prevention and Resolution of Industrial Disputes Appraisal of Our Adjudication System Authorities Recommended by the Second NCL Central Industrial Relations Machinery in India Central Implementation and Evaluation Machinery Labour Relations Management Bill, 2003 Guidelines for Management when there is Dispute Discussion Questions | |
| 2. Trade Unions | 55-90 |
| Difference between Labour Movement and Trade Union Movement Trade Union Theories Need for Trade Unions Objectives of a Trade Union Functions of Trade Unions Trade Unions Structure Historical Development of Trade Unions in India Present Position Obstacles in the Growth of Strong Trade Unionism Trade Unions Act, 1926 Cancellation of Registration Future of Trade Unions in India White-Collar Workers' Unions Employers' Organisations Multiplicity of Trade Unions Recognition of Trade Union International Labour Organisation (ILO) Discussion Questions | |
| 3. Collective Bargaining | 91-107 |
| Meaning Difference Between Collective Bargaining and Cooperation Structure of Collective Bargaining How Collective Bargaining Works? Collective Bargaining in India Discussion Questions | |
| 4. Discipline and Grievance Redressal | 108-117 |
| Meaning Effects of Grievances How to Know about Grievances? Grievance Procedure Settlement of Grievances in Indian Industry Discussion Questions | |
| 5. Employee Discipline | 118-136 |
| Causes of Indiscipline Types of Discipline Indian Law on Punishment Procedure for taking Disciplinary Action Discussion Questions | |
| 6. Employee Compensation | 137-179 |
| Characteristics of a Good Compensation Plan Internal Equity Job Evaluation Monetary Incentive Pay-for-Performance Behavioural Performance Management (A compensation and reward system which brings about the highest level of performance) Wages in India (Major Components of Indian Wage Packet) Payment of Bonus Act, 1965 How to Reward Employees? Executive Compensation Discussion Questions | |

7. Labour Welfare and Social Security	180-213
Labour Welfare Social Security Discussion Questions	
8. Worker Participation in Management	214-231
Meaning Worker Participation in Management in India The Participation of Workers in Management Bill, 1990 Alternative Approaches to Participation Empowerment Discussion Questions	

Volume Two – Labour Laws

Introduction	iii-viii
Part One – Working Conditions	
1. The Factories Act, 1948	1-39
What is a Factory ? Definitions Approval, Licensing and Registration of Factories The Inspecting Staff Health, Safety and Welfare Health Safety Provisions Relating to Hazardous Processes Welfare Working Hours of Adults Holidays Employment of Young Persons Employment of Women Annual Leave with Wages Special Provisions Penalties and Procedure Objective Type Questions Test Questions Practical Problems	
Part Two – Social Security	
2. The Employees Compensation Act, 1923	40-68
Defences Available to Employers Before Passing of the Act Fatal Accidents Act, 1855 The Employers' Liability Act, 1938 The Employees' Compensation Act, 1923 Scope and Coverage of the Act Definitions Rules Regarding Employees' Compensation Compensation Distribution of Compensation Notice and Claim (Sec. 10) Miscellaneous Enforcement of the Act Appeals (Sec. 30) Rules Test Questions Practical Problems	
3. The Employees' State Insurance Act, 1948	69-111
Applicability of the Act (Sec. 1) Definitions (Sec. 2) Administration of the Scheme (Chapter II, Secs. 3 to 25) Finance and Audit (Chapter III, Secs. 26 to 37) Contributions (Chapter IV, Secs. 38 to 45B) Benefits (Chapter V, Secs. 46 to 73) Scheme for Other Beneficiaries (Chapter VA, Secs. 73 A To 73 F) Adjudication of Disputes and Claims (Chapter VI, Secs. 74 to 83) Penalties (Chapter VII, Secs. 84 to 86) Miscellaneous (Chapter VIII, Secs. 87 to 100) Test Questions	
4. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952	112-139
Application of the Act Definitions Employees' Provident Fund Scheme (1952) Employees' Pension Scheme and Fund (1995) Employees' Deposit-linked Insurance Scheme and Fund (1976) Clarification Pertaining to Contributions Administration of the Schemes Determination of Moneys Due from Employers, their Recovery and Employees' Provident Funds Appellate Tribunal Inspectors Penalties and Offences Miscellaneous Test Questions	
5. The Payment of Gratuity Act, 1972 (as amended upto 29-3-2018)	140-154
Definitions Payment and Forfeiture of Gratuity and Exemption (Secs. 4 and 5) Compulsory Insurance and Protection of Gratuity (Secs. 4 A and 13) Nomination (Sec. 6) Determination and Recovery of Gratuity (Secs. 7 and 8) Inspectors (Secs. 7 A and 7 B) Penalties and Offences (Secs. 9 to 11) Miscellaneous Test Questions	
6. The Maternity Benefit Act, 1961	155-162
Definitions Prohibition of Employment Maternity Benefit Leave and Nursing Breaks Inspectors Miscellaneous Penalties and Offences Test Questions	
7. The Payment of Wages Act, 1936	163-177
Definitions Rules for Payment of Wages (Secs. 3 to 6) Deductions from Wages (Secs. 7 to 13) Maintenance of Registers and Records (Sec. 13A) Enforcement of the Act Miscellaneous Test Questions Practical Problems	
8. The Minimum Wages Act, 1948	178-193
Object of the Act Definitions The Schedule [See Secs. 2 (g) and 27] Fixation and Revision of Wages (Secs. 3 to 5) Advisory Board and Central Advisory Board (Secs. 7 to 9 and 29) Safeguards in Payment of Minimum Wages (Secs. 11 to 18) Enforcement of the Act (Secs. 19 to 21) Offences and Penalties Miscellaneous (Secs. 22D to 30) Test Questions	

Part Three – Disputes

- 9. The Industrial Disputes Act, 1947** **194-245**
 Definition of Industry | What is an Industrial Dispute ? [Sec. 2 (k)] | Definitions | The First Schedule [See Sec. 2 (n) (vi)] | The Fifth Schedule [See Sec. 2 (ra)] | Reference of Certain Individual Disputes to Grievance Settlement Authorities (Chapter II B, Sec. 9 C as Introduced by the Amendment Act of 1982) | Procedure for Settlement of Industrial Disputes and Authorities Under the Act (Chapter II, Secs. 3 to 9) | Conciliation Machinery | Adjudication Machinery | The Second Schedule (See Sec. 7) | The Third Schedule (See Sec. 7A) | Procedure, Powers and Duties of Authorities (Chapter IV, Secs. 11 to 21) | Notice of Change in Conditions of Service (Chapter II-A, Secs. 9A and 9B) | The Fourth Schedule (See Sec. 9A) | Reference of Disputes to Boards, Courts or Tribunals and Voluntary Reference (Chapter III, Secs. 10 and 10A) | Voluntary Reference of Disputes to Arbitration (Sec. 10A) Award and Settlement | Strikes and Lock-outs (Chapter V, Secs. 22 to 25) | Layoff and Retrenchment (Chapters V A and V B, Secs. 25A to 25S) | Layoff | Retrenchment | Transfer and Closing Down of Undertakings | Special Provisions Relating to Layoff, Retrenchment and Closure (Chapter V B, Secs. 25K to 25S) | Procedure for Closing Down an Under-taking | Unfair Labour Practices (Chapter V C, Secs. 25T and 25U) | Penalties (Chapter VI, Secs. 26 to 31) | Miscellaneous (Chapter VII, Secs. 32 to 40) | Objective Type Questions | Test Questions

Part Four – Standing Order

- 10. The Industrial Employment (Standing Orders) Act, 1946** **246-253**
 Object of the Act | Scope and Application of the Act | Definitions (Sec. 2) | The Schedule [See Secs. 2 (g) and 3 (2)] | Procedure for Submission of Draft Standing Orders (Sec. 3) | Procedure for Certification of Standing Orders | Other Provisions Relating to Standing Orders | Enforcement of the Act | Miscellaneous | Penalties and Procedure | Test Questions

Part Five – Workers' Organisations

- 11. The Trade Unions Act, 1926** **254-265**
 Trade Unions | Definitions | Agreements Not Affected by the Act | Registration of Trade Unions | Cancellation of Registration and Appeal | Rights and Privileges of a Registered Trade Union | Duties and Liabilities of a Registered Trade Union | Amalgamation of Trade Unions (Secs. 24 To 26) | Dissolution of a Trade Union | Regulations | Penalties | Test Questions

Part Six – Bonus

- 12. The Payment of Bonus Act, 1965** **266-286**
 Meaning of Bonus | Object of the Act | Application of the Act | Definitions | Eligibility and Disqualification for Bonus | Determination of Bonus | The First Schedule [See Sec. 4 (a)] | The Second Schedule [See Sec. 4 (b)] | The Third Schedule [See Sec. 6 (d)] | The Fourth Schedule (See Secs. 15 and 16) | Special Provisions With Respect To Certain Establishments (Sec. 16) | Inspectors (Sec. 27) | Penalties (Sec. 28) | Offences | Miscellaneous | Test Questions

Part Seven – Miscellaneous

- 13. The Apprentices Act, 1961** **287-304**
 Scope and Coverage of the Act | Who is an Apprentice ? | Definitions | Apprentices and their Training | Obligations of Employers and Apprentices | Authorities Under the Act | Penalties and Offences | Miscellaneous | Test Questions
- 14. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959** **305-309**
 Application and Scope of the Act | Definitions | Notification of Vacancies | Penalties (Sec. 7) | Miscellaneous | Test Questions
- 15. The Collection of Statistics Act, 2008** **310-319**
 Objects and Reasons | Definitions | Collection of Statistics | Disclosure of Information in Certain Cases and Restrictions of their Use | Offences and Penalties | Power in Respect of Core Statistics | Miscellaneous | Test Questions

- University Question Papers** **321-325**

